PRODUCT FACTSHEET

Adaptive Ability Tests

Adaptive tests that tailor themselves to each candidate — giving a clear indication of language, numeric and administrative ability.

3	Adaptive	All levels
ABILITY DOMAINS	ITEM SELECTION	OF SENIORITY

Judging the potential of staff for recruitment and development can be difficult when candidates cannot provide evidence in the form of recognised qualifications or recent examination results — for example when reviewing those who left school without academic qualifications, or assessing individuals changing career paths later in life.

The Selby & Mills Adaptive Ability Tests are designed to complement personal interviews by giving employers a clear indication of language, numeric and administrative ability — invaluable when assessing suitability for particular roles.

WHAT IS MEASURED

Three domains of ability.

1

Language Ability

A clear indication of verbal and language ability relevant to the demands of the role.

2

Numeric Ability

A measure of numerical reasoning appropriate to the level being assessed.

3

Administrative Ability

An indication of administrative aptitude to support selection and development decisions.

WHAT ARE ADAPTIVE TESTS?

The test adjusts to the candidate.

Adaptive tests automatically tailor themselves to the ability of the candidate — intelligently reviewing each response and selecting subsequent questions accordingly, so nobody is asked questions that are too hard or too easy. This maintains motivation and gives accurate results while minimising the number of questions posed.

THE BENEFITS

Why adaptive testing.

- Relevant to all levels of seniority
- Simplifies stock & logistics
- Accurate results, fewer questions
- One questionnaire suits all candidates
- Maintains candidate motivation
- Complements the interview

Selby & Mills Limited

Tregoning Mill, St. Keverne, Helston, Cornwall TR12 6QE, United Kingdom

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+44 (0)1326 280382
info@selbymills.co.uk
www.selbymills.co.uk